# **Work Contributions Policy:**

1. Each of us who is an adult resident at Bend will make a contribution of 4 hours labour per month and owners of vacant lots will make a contribution of 4 hours labour per lot per month.

A private lot owner who is renting their home will arrange with their tenants that between them all (lot owner and tenants) 4 hours labour per month will be done per adult resident (tenant). Ideally anyone who comes to live at Bend will want to participate in the life of Bend and do the hours.

1. Anyone consistently doing more than their share of hours labour is encouraged to set up a work contract with the NA to be paid Sapphs for the hours over the 4 per month. This should be approved by the relevant focus group and then by the CC.
2. Each person expected to work as defined above--and who are not BENCH residents -- who do not complete 24 hours of NA work in the 6 month cycle will be debited 20 Sapphs/hour for each hour not worked, up to 480 Sapphs per 6 months, at the end of each 6-month cycle. If an individual chooses not to join LETS, they can use the same system with cash. Irregardless, this work contributions system will currently be separate from the ‘regular’ levies system. For BENCH residents, CHL is paying the NA $480 per BENCH household per 6 months (eg $9600/year).This is like a payment against undone work, because from CHL’s perspective they cannot ‘force’ their tenants to do this work contribution. Assuming BENCH residents meet their quota as a group of all BENCH adults contributing at least 4 hours a month, the NA returns this money to BENCH, to be used to further their aims of increasing availability of affordable housing in the Bega Valley. If BENCH residents fall short of the required hours as a group, the NA will retain $20 for each hour not worked. This arrangement has been made in writing with CHL and they understand the implications of it.
3. We will keep transparent records to gauge whether our time budget estimates are accurate and to have an understanding about what work is actually needing to be done. This will enable a regular re-assessment and update of hours of work expected from each of us, and it will give us a reasonable picture of where our neighbourhood energy goes. We will do this utilising our website. The NA and SFG will support residents to access this system or help make alternative arrangements if they cannot.
4. The CC will decide who will administer this, it does not necessarily have to be the Treasurer. The job will encompass: contacting people as needed, facilitating people to get onto LETS and our website, and ensuring all LETS accounting is getting done.
5. We can volunteer hours for someone else and we can have non Bend folk volunteer labour for us.
6. This policy is experimental and will be reviewed as needed. We are not alone in trying to work this out, this is an area that other communities are dealing with. We are trying to balance personal responsibility and our common expectations of what we want to achieve at Bend. Balancing these needs could lead to creative thinking to come up with something new.
7. We understand that everyone has different skills, interests and commitments. Each of our contributions is to be valued in its own right. There is unlikely to be a time when everyone feels that the policy is completely fair. See the MS 34.9 for a guide to managing conflict.
8. An intended outcome of our time, or Sapphs, commitment to Bend NA is an increased sense of working together towards our shared goals, and the individual and group fulfilment that can be obtained from this. Hence the SFG’s nickname for the policy - ‘unpaid joy’.
9. We all understand that this is a transitional time for Bend. There is probably more work to be done now than there will be and there are less residents in Bega now than there will be. When more people are living together at Bend things are likely to be different.
10. We agree to be flexible in our response to this policy and adapt it to suit us as individuals.